

Workforce Representation Disclosure

**Equal Employment Opportunity Employer Information Report
(EEO-1)**



Diversity, Equity and Inclusion

Southern Company¹ is committed to the success of its customers, employees, communities, stockholders and other stakeholders. Core to this commitment is building and maintaining a representative workplace that provides outstanding service to our customers and reflects the diverse communities we serve. We promote an inclusive and actively anti-racist culture as we strive to create a workplace where everyone is welcomed, valued and respected, and all groups are well-represented, included and treated fairly within all levels of the organization.

You can learn more about our commitment to diversity, equity and inclusion on our [sustainability website](#).

Southern Company also is committed to transparency. As part of that commitment, we will disclose annually an aggregate summary of workforce data each Southern Company subsidiary submits to the Equal Employment Opportunity Commission (EEOC) through Form EEO-1.

The EEO-1 is a compliance survey mandated by federal statute and regulations that requires company employment data to be categorized by race/ethnicity, gender and job category. The EEO-1 data reflect a single fixed point in time and are organized according to EEOC mandated job categories that do not fully reflect how the workforce at Southern Company subsidiaries are organized.

The following pages contain aggregated summaries of the EEO-1 workforce data for all Southern Company subsidiaries for the identified years.

¹ Southern Company is a holding company that conducts its business through its subsidiaries. Accordingly, references to Southern Company's operations, such as employment practices refer to those operations conducted through its subsidiaries.

2023 Workforce Demographics

Job Categories	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino	Native Hawaiian or Other Pacific Islander	White	Two or More Races	Overall Totals
Exec/Sr. Officials & Mgrs								
Female	1	4	20	3	0	89	1	390
Male	2	5	34	3	0	227	1	
First/Mid Officials & Mgrs								
Female	8	51	333	52	0	718	8	4,702
Male	14	65	503	94	2	2,846	8	
Professionals								
Female	11	150	948	132	7	1,781	39	9,529
Male	32	263	1,034	245	7	4,807	73	
Technicians								
Female	1	2	32	18	0	97	0	1,707
Male	13	18	193	74	2	1,246	11	
Sales Workers								
Female	0	0	16	1	0	31	1	150
Male	0	0	16	5	0	80	0	
Administrative Support								
Female	2	10	1,028	147	0	897	26	2,491
Male	1	6	177	37	0	157	3	
Craft Workers								
Female	3	2	46	22	0	110	4	6,232
Male	41	24	1,101	271	10	4,546	52	
Operatives								
Female	2	2	37	22	1	81	0	1,930
Male	15	11	395	159	2	1,175	28	
Laborers & Helpers								
Female	0	0	6	0	0	11	1	160
Male	4	0	40	2	1	92	3	
Service Workers								
Female	0	0	70	1	0	33	2	597
Male	2	2	179	19	2	284	3	
Total	152	615	6,208	1,307	34	19,308	264	27,888

2022 Workforce Demographics

Job Categories	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino	Native Hawaiian or Other Pacific Islander	White	Two or More Races	Overall Totals
Exec/Sr. Officials & Mgrs								
Female	1	6	24	4	0	82	1	442
Male	1	5	43	3	0	271	1	
First/Mid Officials & Mgrs								
Female	8	43	329	54	0	734	7	4,697
Male	12	62	488	100	1	2,850	9	
Professionals								
Female	11	137	923	136	8	1,771	31	9,449
Male	31	257	1,003	230	7	4,839	65	
Technicians								
Female	1	2	32	17	0	107	1	1,703
Male	11	20	194	75	2	1,230	11	
Sales Workers								
Female	0	0	14	1	0	34	0	147
Male	0	0	14	3	0	81	0	
Administrative Support								
Female	4	12	1,106	143	0	957	25	2,630
Male	1	5	176	32	0	164	5	
Craft Workers								
Female	3	1	56	17	0	125	4	6,280
Male	44	19	1,115	252	11	4,589	44	
Operatives								
Female	2	2	33	23	1	80	0	1,742
Male	8	12	368	127	2	1,058	26	
Laborers & Helpers								
Female	0	0	5	0	0	10	0	164
Male	4	0	38	4	0	98	5	
Service Workers								
Female	0	0	72	1	0	33	2	581
Male	2	3	164	15	2	284	3	
Total	144	586	6,197	1,237	34	19,397	240	27,835

2021 Workforce Demographics

Job Categories	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino	Native Hawaiian or Other Pacific Islander	White	Two or More Races	Overall Totals
Exec/Sr. Officials & Mgrs								
Female	1	3	24	3	0	83	1	429
Male	0	6	40	4	0	263	1	
First/Mid Officials & Mgrs								
Female	8	40	299	46	0	712	6	4,573
Male	15	54	473	81	2	2,826	11	
Professionals								
Female	10	124	800	99	5	1,699	28	8,926
Male	26	239	905	201	5	4,730	55	
Technicians								
Female	1	3	30	17	0	117	3	1,681
Male	10	20	208	63	1	1,199	9	
Sales Workers								
Female	0	0	19	1	0	44	0	164
Male	0	0	11	2	0	87	0	
Administrative Support								
Female	3	16	1,085	166	2	1,025	24	2,776
Male	1	6	188	42	0	212	6	
Craft Workers								
Female	3	1	54	9	0	125	4	6,264
Male	44	19	1,103	211	10	4,645	36	
Operatives								
Female	3	2	27	26	1	88	0	1,833
Male	13	14	370	132	2	1,131	24	
Laborers & Helpers								
Female	0	0	2	0	0	9	0	145
Male	1	1	41	3	0	84	4	
Service Workers								
Female	0	0	57	1	0	36	2	589
Male	2	3	169	11	2	300	6	
Total	141	551	5,905	1,118	30	19,415	220	27,380

2020 Workforce Demographics

Job Categories	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino	Native Hawaiian or Other Pacific Islander	White	Two or More Races	Overall Totals
Exec/Sr. Officials & Mgrs								
Female	1	11	37	8	0	118	2	632
Male	1	7	43	11	0	392	1	
First/Mid Officials & Mgrs								
Female	5	34	277	44	1	652	7	4,460
Male	16	49	448	81	2	2,828	16	
Professionals								
Female	11	127	756	104	4	1,729	21	9,003
Male	27	226	846	205	2	4,894	51	
Technicians								
Female	1	4	34	15	1	119	3	1,749
Male	8	18	213	56	2	1,267	8	
Sales Workers								
Female	0	0	21	1	0	52	0	190
Male	1	1	17	1	0	96	0	
Administrative Support								
Female	3	16	1,160	173	1	1,124	28	3,030
Male	1	10	228	44	0	234	8	
Craft Workers								
Female	2	1	48	8	0	121	4	6,108
Male	39	19	1,056	188	8	4,579	35	
Operatives								
Female	3	0	21	16	1	93	0	2,029
Male	15	15	394	127	4	1,322	18	
Laborers & Helpers								
Female	0	0	2	1	0	8	0	189
Male	2	0	42	7	1	121	5	
Service Workers								
Female	0	0	48	1	0	35	2	606
Male	3	1	165	14	2	331	4	
Total	139	539	5,856	1,105	29	20,115	213	27,996